

PERSONAL AND CONFIDENTIAL

Raj Patel
32 Woodwillow Place S.W
Calgary, Alberta
T2W 4H5
February 25, 1993

Mr. John Paul
Vice President, Human Resources
Norcen Energy Resources Limited
715 - 5th Avenue S.W.
Calgary, Alberta, T2P 2X7

Re: Out Placement Services

Dear John,

As you are probably aware , my employment with Norcen was terminated effective November 3, 1992. This letter is to thank you and Debbie Sulkers in approving Advantage Tech to assist me in job reentry services after a major and stressful change in my employment situation.

Mr Sam Travis and his company Advantage Tech , the Human Resources arm of Collins Barrow chartered accountants has provided me with a first rate service in both looking for employment and handling my severance package.

Mr Travis has provided me with excellent support from preparation of my resume to coaching me to prepare for interviews paying attention to the minutest details. He also made available board room facilities and coached me how to prepare for a presentation to a Managing director of a major oil company. He has been always available for advice and assistance and has often worked with me on the weekends to help me meet critical deadlines.

Within one week of leaving Norcen my resume and Profile were ready and within three weeks I had an offer from a Producer - all achieved with the superb support from Sam Travis.

My objective of this letter is to once again thank you for allowing me to use Advantage Tech/Collins Barrow, and secondly to recommend strongly this company to you for employees that may have to leave Norcen as a result of the recent NCO acquisition. Clearly money spent will be well worth it and outplaced employees will get the benefit of one of the best services available in town.

Please do not hesitate to call me at 531-8186 if you have any questions on this matter.

Best Regards,



Raj Patel

cc: D.Sulkers

MR. RAJ PATEL
FORMERLY - MANAGER CRUDE OIL MARKETING,
NORCEN ENERGY RESOURCES LIMITED
CURRENTLY - MANAGER, MARKETING,
PENNZOIL CANADA INC.